



# Town Council Agenda Report

**SUBJECT:** Ordinance

**CONTACT PERSON/NUMBER:** Freda Gellerstein, Acting Human Resources Director 797-1010

**TITLE OF AGENDA ITEM:** AN ORDINANCE OF THE TOWN OF DAVIE, FLORIDA, REVISING THE TOWN OF DAVIE'S PERSONNEL RULES AND REGULATIONS BY AMENDING RULE I, SECTION 10, ENTITLED "POLICY OF EQUAL EMPLOYMENT OPPORTUNITY"; PROVIDING FOR SEVERABILITY; PROVIDING FOR AN EFFECTIVE DATE.

**REPORT IN BRIEF:** In order to update the Town's Equal Employment Opportunity (EEO) policy, and in order to receive funding for certain grants with Broward County, the inclusion of "sexual orientation" needs to be added to the Town's Equal Employment Opportunity policy.

**PREVIOUS ACTIONS:** N/A

**CONCURRENCES:** N/A

**FISCAL IMPACT:** N/A

Has request been budgeted? no

If yes, expected cost \$ N/A

Account Name: N/A

If no, amount needed \$N/A

What account will funds be appropriated from: N/A

Additional Comments:

**RECOMMENDATION(S):** Motion to approve Ordinance

**Attachment(s):** Ordinance

ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE OF THE TOWN OF DAVIE, FLORIDA, REVISING THE TOWN OF DAVIE'S PERSONNEL RULES AND REGULATIONS BY AMENDING RULE I, SECTION 10, ENTITLED "POLICY OF EQUAL EMPLOYMENT OPPORTUNITY"; PROVIDING FOR SEVERABILITY; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Town wishes to amend Rule I, Section 10, of the Personnel Rules and Regulations as set forth in Ordinance 74-33; and

WHEREAS, Broward County requires municipalities entering into human service contracts with the County to reflect a commitment in their written Equal Employment Opportunity policy to adhere to the Broward County Human Rights Act (Broward County Code, Chapter 16 1/2);

WHEREAS, it is in the best interest of the Town to amend Rule I, Section 10 by reflecting this commitment.

NOW, THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF DAVIE, FLORIDA:

**SECTION 1.** That Rule I, Section 10, of the Personnel Rules and Regulations as set forth in Ordinance 74-33, regarding equal employment is amended as follows:

**Section 10. Policy of equal employment opportunity.**

The Town is firmly committed to equal employment opportunity for all employees and applicants for employment. The Town shall not discriminate in any employment-related decisions on the basis of race, color, religion, sex, age, national origin, marital status, political affiliations, handicap or disability.

The Town's policy of equality of opportunity applies to all organizational levels of the Town and to all job classifications. It is the responsibility of each department head and supervisor to give the Town's non-discrimination policy full support through leadership, and by personal example. In addition, it is the duty of each employee to help maintain a work environment which is conducive to, and which reflects, the Town's commitment to equal employment opportunity.

The Town shall comply with Title I and Title II of the Americans with Disabilities Act regarding non-discrimination on the basis of disability in employment and the provision of services, and further shall not discriminate against any employee or applicant for employment because of race, age, religion, color, gender, sexual orientation, national origin, marital status, political affiliation or disability.

SECTION 2. If any section, subsection, sentence, clause, phrase, or portion of this Ordinance is, for any reason, held invalid or unconstitutional by any Court of competent jurisdiction, such portion shall be deemed a separate, distinct, and independent provision and such holding shall not affect the validity of the remaining portion of this Ordinance.

SECTION 3. This ordinance shall take effect immediately upon its passage and approval.

PASSED ON FIRST READING THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2000.

PASSED ON SECOND READING THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2000.

ATTEST:

\_\_\_\_\_  
MAYOR/COUNCILMEMBER

\_\_\_\_\_  
TOWN CLERK

APPROVED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2000.